



Wheelchair and Ambulatory Sports, USA
Board of Directors Meeting
February 11, 2014
7:00pm – 8:45pm EST

Present: Gregg Baumgarten, Mike Burns (joined at 7:25pm), Melinda Chappell, Jerry Clayton, Jessica Cloy, Amie Day, Paul DePace, Phil Galli (joined at 8:00pm), Darlene Hunter, Denise Hutchins, Paul Johnson, Mike Mushett, Glen O'Sullivan (joined at 7:30pm)

Absent: Deb Armento, Ralph Armento,

1. **Call to order by Gregg Baumgarten, Chair**
2. **January 2014 Minutes:** Denise motioned to approve the revised minutes from 1/15/14. Amie 2nd. Motion carried.
3. **Chair's Report:** Gregg Baumgarten reported.
 - a. **Executive Director Position:** As the Board already knows, we finalized the negotiations with Mike Mushett, developed the contract based on the agreements reached. Mike has signed the contract, Gregg will sign it for WASUSA and will forward the signed document to Jessie. Mike has already been busy with his network of contacts and associations in leveraging the position of WASUSA to fill some of the significant programming voids that have developed in the last six months. Gregg knows from the email and direct communications he has had, in addition to feedback from the U of I coaches clinic that this move has been viewed very positively.
 - b. **Website:** Gregg has developed a Beta website utilizing Adobe Muse that he has distributed to key people for review. As with anything we do, there is a variance of opinion with regards to exactly how the site should look or function. We will continue to work as a group to provide a medium that will communicate our mission, explain who we are and invite potential participants and the general public to get involved. The development of the website represents a critical component in our development and Gregg trusts that the great minds involved in this development and review will be able to produce something amazing. He plans to include the Strategic Planning Committee on this.
 - c. **Website Provider:** Discussions were held with members of the Marketing Committee and the Strategic Planning Committee regarding concerns with the current web host, more from the email service aspect than the website hosting. It was agreed that we would continue to develop the new website and then switch web host services back to Go Daddy for both web hosting and email service. In addition, Gregg is working on developing our Google for Non-Profits capability.
 - d. **Google for Non-Profits:** Gregg is continuing to work on the development of our Google for Non-Profits capability, including email, calendar, Google Drive for WASUSA docs and pictures, YouTube for non-profits, Ad Words and other services. He is still learning but the potential is really amazing. He has already set up a WASUSA calendar where we can post all important events for sharing, including regionals, workshops, BOD meetings, etc. These will be shared automatically on a proxy calendar residing on our website. If we wanted, we could set up separate calendars for the business of WASUSA and another for programming. In addition, the ability to access docs and pictures for direct import into applications without having to go through a third party is a great feature. Gregg would like to establish an @wasusa.org email address for all board and committee members for business items only in the future. This would also streamline the committee reports, minutes, notes, etc and keep all in one folder for access by all. Gregg would like everyone to send him their reports for the next Board meeting at least 72 hours in advance so that Gregg can upload them to the WASUSA Google Drive.
 - e. **Potential Collaborations with VA/Military:** Mike M has already been busy reaching out to his contacts with the VA, Air Force and other military connections. We have had numerous conference calls with people from the VA, Vet Games, Air Force W2 Program, etc. The parallel missions of each group lends itself to developing collaborative relationships with WASUSA, it's regional competition network and chapter members. Tim, Gregg's brother, and Gregg are going to Nellis AFB to run their shooting and Archery camps.....there is potential for many more of these collaborative training and outreach opportunities in the future for many chapters. Mike M and Gregg are planning a trip to Washington DC in the spring to consult with Michael Welch of the VA, Ann Cody from the State Department and other contacts to develop some new relationships and potential funding sources.
 - f. **Disabled Youth Sports Initiative:** Gregg has continued to reach out to corporations and foundations to establish a sponsorship relationship for the DYSI. He is attempting to reestablish a relationship with the Bulova



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Corporation, given the history of support in the establishment of the organization. Thanks to Paul DePace for providing some of the history. Gregg is also attempting to use some contacts at Tyson Foods and Trek Bicycle Corporation to gauge any interest in assisting with an equipment loaner program.

- g. **IWAS Team USA:** Several staff selected for IWAS World Youth Games communicated a change in financial status or hardship and indicated they would not be able to attend the Games in England. The Executive Committee (minus Mike Burns and Gregg) met and decided to utilize the \$9,600 rollover from 2013 plus \$5,000 in dedicated funds to defray costs for the staff. Gregg continues to reach out to several potential sponsors to continue to defray costs associated with the Games for both staff and athletes.
 - h. **“The Compensator”:** The Compensator newsletter for Spring 2014 is complete and ready for distribution. Gregg has subscribed to a service call Adobe Send Now that will share the .pdf document as an email doc maintaining privacy of subscriber. Gregg is planning to use this service for the spring distribution and will require feedback as to how the service worked.
 - i. **Athletics for All:** Gregg hasn’t heard any more from Kirk Bauer with regards to sharing the costs of the Active Policy Solutions proposal by task force members. Gregg has a call into him. A teleconference call is scheduled for February and a follow up task force meeting in Baltimore sometime in April. Gregg will keep the Board posted as more information is available. Gregg would also like to get Mike M involved once again in the Task Force as he was initially involved in his role with USP. Gregg plans to have that discussion with Kirk.
 - j. **Adult Nationals – Welcome Back Celebration:** Cindy is finalizing the hotel situation and we appear to be in good shape for the alumni event. Gregg has reached out to several contacts in the Chicago/Southern Wisconsin area to seek support for this event, including Johnson Bank (Gregg’s cousin), Wisconsin Brewing Company (Gregg’s college roommate) and Pepper Construction Company (Gregg’s cousin). Gregg is confident that we can develop this event into one of our benchmark events for the future, possibly to include a dedicated 10K / 5K race and Hall of Fame events/presentations.
 - k. **Hall of Fame:** Gregg continues to engage in exploratory talks for the relocation and development of the WASUSA Hall of Fame. Although he hasn’t seen the HOF in many years, the information that he has is that the current HOF is in a state of significant disrepair and we currently don’t have the resources or proximal manpower to address it. He is exploring the possibility of partnering with several airport authorities to establish the HOF/History Display of the development of wheelchair sports in a major hub terminal. This would provide an enormous amount of exposure, provide the airport with a vital community service and give athletes and alumni an opportunity to visit on a layover. Current airports being contacted include Phoenix, O’Hare and LAX.
 - l. **Office Cell Phones:** Gregg noted that a cell phone plan for Mike M will need to be purchased as we have done with Ralph. This phone plan can initially be taken out of Mike’s \$5,000 office supply fund but it will quickly deplete his fund.
 - m. **Board Development:** As noted above, our organization is changing rapidly and our Board of Directors is directly impacted in all of the change. With the addition of Mike, the role of the BOD will be changing, not significantly but in a subtle way. In the past, necessity has dictated that the BOD engage in managerial types of activities, largely due to the fact that there was no one else do engage in these activities. However, with a Team in place of Ralph, Mike and Gregg, we need to discuss how to streamline the process of BOD management so that we do not find ourselves “micro-managing”. Gregg is going to ask the strategic committee (and Phil specifically) to establish how NGB’s and STC’s can operate in the future, under the umbrella of WASUSA, through strategic planning and budgeting of priorities. Once an overall budget is approved, execution of that strategy should be the responsibility of the committee. We will need to develop a platform for the development of an overall strategy implementation that does not digress into a Board regurgitation of already approved budgets and strategies. The strategic committee will work on a plan for this.
4. **International Liaison Report:** Paul DePace reported. The IWAS Executive Board meeting was held in Sharjah, United Arab Emirates January 24-26. At the meeting, the following appointments were confirmed: Karl Vilhelm Nielson (DK) as Secretary General; Bob Paterson as Honorary Treasurer (UK); Rachel as Assistant Honorary Treasurer (UK) (new position); Dina Sotiriadi (GR) as Games Committee Chair; Pieter Badenhorst (SA) as Development Committee



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Chair; and Jan Bockweg as Games Technical Manager. Radka Kucirkova (CZ) was appointed Ad Hoc to prepare regulations for new IWAS sports. IWAS Regional Office opened in the UAE to develop sport in Middle East. The Executive Board approved a motion to allow the President to appoint a 2nd Vice President. The Executive Board approved a motion to allow the President to appoint additional Honorary Advisors. The first appointment as an Honorary Advisor is Maura Strange. The Executive Board approved the IWAS Development Plan. Paul shared the plan with the Board.

Games Program

- IWJG 2014, Stoke Mandeville August 2014
- IWJG 2015 – Netherlands (Disability Games Foundation) pending contract
- IWG 2015 Bid recommendation bid from Sochi or Khanty-Mansiysk, Russia
- IWG 2016 – Puerto Rico and Olomouc Athletics Club, Czech Republic

The IWAS Newsletter was published and forwarded by Ralph Armento to the Board. Paul shared an announcement on Olympic Day Participation from the USOC. IWAS is negotiating a Memorandum of Understanding with World Taekwondo Federation to develop sport for disabled athletes. Paul shared a notice for the Para Pan American Games in Toronto 2015 with the Board. Paul received a notice for A Women in Sport Summit that will be held in Finland. IWAS would like to get more involved in the issue of women in sport. The IWAS has chosen a recipient for the Award of Pursuit Trophy. It will be given during 10th IWAS World Junior Games 2014 to Mr. Lucan (Administrator) and Hans Fry (Athlete). Paul is having conversations with the Gilbane Building Company in terms of sponsorship for WASUSA.

5. **Vice Chair's Report:** Denise Hutchins reported. In order to assist with the fundraising efforts for the IWAS Junior Team, Denise has been re-investigating some of the ideas which had been brought up in prior years for unique fundraising opportunities. Most of these are on-line opportunities; some are more creative thought producers. Unfortunately, the Groupon Grassroots has become so popular that they are currently not taking any new organizations but there are a number of other sites that may have potential for short term fundraising. Also, many good ideas for fundraising and giving information can be found at the website The Chronicles of Philanthropy. Denise discussed some other fundraising opportunities she feels would be good for WASUSA.
6. **Treasurer's Report:** Mike Burns reported. See financial report attached. Mike also shared the approved 2014 budget with the Board again.
7. **Executive Director Report:** Mike Mudgett reported. Mike thanked the Board for bringing him into the WASUSA family. He feels that WASUSA has a bright future and he looks forward to working with the Board to move the organization forward. Mike's immediate priorities are:
 1. Listen and learn: He will be meeting with each Board member to discuss organizational priorities, needs and opportunities
 2. Familiarize himself with organizational operational procedures, financials and issues.
 3. Engage with upcoming competitions and related programs.
 4. Develop 2014 priorities and work plan.
 5. Launch funding development priorities. Mike discussed some grant opportunities for WASUSA. There was discussion around the recent changes at the USOC and their change in focus from military funding/programming.
 6. Explore & strengthen USOC relationship and opportunities
8. **Office Report:** No report given.
9. **Committee Reports**
 - a. **International Games Committee:** Jessie reported that Paul Johnson, Barb Chambers, Deb Armento and she met to select the staff for the team. Following staff selection, the Executive Committee met and chose to allocate \$14,600 from the International Games account to support the eight staff members. There was discussion of funding for the team. Gregg received a request from Jimmy Cuevas that when athletes are notified of team selection that their personal coaches are also notified. Jerry commented that with Mike now on board, there should be discussion around the international teams and how WASUSA would like to support the teams in the future.



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Barb Chambers submitted a report electronically. There will be eight sports and some demonstration sports to be contested: Archery, Athletics, Wheelchair Fencing, Powerlifting, Shooting, Swimming, Table Tennis and Paratriathlon. Team USA staff was chosen through a selection committee appointed by WASUSA Chair. The newest addition to the staff is Tomie Zuchetto as Asst. Team Leader. Team USA Athletes athletes were chosen through a committee comprised of Team Staff, Debbie, Gregg, and Cathy Sellers. Athletes had to meet minimum standards in each event/sport. Barb shared the staff and athlete list with the Board. All applicants received notification of making the team (or not). A checkmark on the roster indicates that the athlete accepted his selection to the team. US Paralympics will be sponsoring eight athletes with \$2000 stipends. Eight athletes were chosen by Cathy Sellers (indicated by pink on the roster). Some of the athletes are new to WASUSA and will be required to have a membership.

Preliminary budget:

Aug 2-8	IWAS Fees £140 (\$230)	8 days, 7 nights Room/Board	Classification (new athletes)	Airfare (appx.)***	Airfare Transport	Team Uniform****	Misc****	Total
7 nights	\$230	*7 x £75=£525 (appx \$125 x 7=\$875.00)	£40 (\$66)	\$1700	\$90	\$250	\$100****	\$3311
	\$230	**7 x £45= £ 315 (appx \$75 x 7=\$525.00)	£40 (\$66)	Same	Same	Same	Same	\$2961

Price per person:

*Accommodation in Olympic Lodge (50 twin rooms only)

**Accommodation in Dormitories at Olympic Lodge (233 beds available)

***non-stop from New York area airports

**Team Uniforms ("reusing" some from 2013)

WASUSA Board Support for Staff: E-board allocated \$14,600 that is currently in the International Teams account to the 2014 staff. This equals a stipend of \$1825 per staff (8 staff total). The BOD is trying hard to assist but would like a commitment from staff.

At the Staff meeting last week, it was discussed staying in the dorm (which is cheaper) compared to staying in the "twin rooms" and the staff agreed that for the sake of supervision, twin rooms would be more appropriate. They have a "large handful" of very young athletes. Tomie "Googled" the lodging, and it supported our budgeting for the twin rooms. Barb has corresponded with Charmaine Hooper and she said that IWAS schedule is not confirmed, pending the first registration numbers. Paratri is set for after closing ceremonies, if it even goes. If it does the team will need to stay an additional day.

- b. **Junior Committee:** No report given.
- c. **Marketing Committee:** No report given.
- d. **Strategic Planning:** No report given.
- e. **Governance Committee:** No report given.
- f. **STCs and NGBs:**
 - i. **STCs:**



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1. **Archery:** Deb Armento submitted report electronically. Ken Bagala, the new Archery representative on the Jr. Committee, Ralph, and Deb finished revamping the archery rules. A new competition day has been added to the NJDC schedule to prepare our higher level archers.
2. **Powerlifting:** Deb Armento submitted report electronically. Melissa Brossette has graciously accepted the position for powerlifting on the Jr. Committee with her son Chase will serve on the Powerlifting committee. They are working on looking into identifying benches across the nation and pricing new ones to place in areas without benches.
3. **Swimming:** No report given.
4. **Table Tennis:** No report given.

ii. NGB's

1. **Track and Field:** Phil Galli submitted report electronically. The news for February is that WTFUSA is in the process of issuing the new 2014 Track and Field Rules. An overview summary will be sent out to all WASUSA members this week. The full rulebook and standards will be up online at the beginning of next week. The major changes are the changes to the field rules and the field chairs. To help with this transition we have created a PowerPoint slide presentation of good and bad chairs as well as an updated PowerPoint of the IPC T&F rules. We will entertain Q&A from all coaches, parents, and athletes and offer quick clinics at as many Regionals as we can this spring. The goal of these efforts is to not have an athlete come to the NJDC with a bad chair or an improper throwing technique. The other announcement this month is that the Kessler 10K in Ridgewood, NJ, on Memorial day, will be the WTFUSA 2014 National 10K. WTFUSA is very happy to name the Kessler 10K as our 10K this year. The race is an annual event that has always attracted some of the nation's best wheelchair racers. The Kessler 10K is a key race in the Tri-State Grand Prix road race program, which promotes athlete health and the graceful transition of juniors to open competitions. Information on the Kessler 10K and the Grand Prix can be found at the Tri-State Web Site www.tswaa.com.

10. Regional Point Organizations:

- a. **Western RPO:** Jerry Clayton submitted report electronically. San Jose, California – Charlie Sheppard conducted a USATF Paralympic Athletics course for 35 officials. A significant amount of genuine interest was evident and all indicated that they would be taking the test soon! Mesa, Arizona – Desert Challenge has been selected as part of the IPC Grand Prix Series (1 of 9 events) on May 9-11 (International Classification May 7-9). All qualifying athletes will compete for the championship in Birmingham, England on Monday 25 August 2014. Mesa, Arizona – IPC has selected the Desert Challenge Grand Prix as the location of one of the National Technical Official final education and practicum courses. Jerry Clayton has been selected to serve as the TD for these games and will also function as the IPC educator for this phase of the IPC NTO course. Las Angeles, CA – Much work has apparently taken place for establishing a WASUSA club in Las Angeles. Denver, Colorado – Work progresses in preparation for the 2014 "5280 Challenge" to be held on Sunday June 2nd. Facilities are under contract and we are embarking on local advertising through various clubs. This will be held in conjunction with a local USATF sanctioned masters meet. In collaboration with the Boulder Expand Community Services group we are embarking on a training program for local athletes and veterans. This endeavor will be partially funded by a recent Paralympic/VA grant. Tom Southall and John Zavada of WASUSA will be the lead coaches. We have also recently recruited a Dad/Coach from Puerto Rico that has moved here recently and wants to become involved in Paralympic Sport (his son is a CP athlete). Jerry Clayton has recently been selected to attend the IPC ITO Educators Course in Dubai, UAE on February 15-26 in conjunction with the 6th FAZZA International Athletics Competition, The first of the 2014 IPC Athletics Grand Prix Series. This will be an opportunity for us to continue to bring to the US more expertise and capability to expand educational opportunities. Currently Jack Todd is our resident IPC educator and Rich Robert serves in the same role for coaching.
- b. **Central RPO:** Paul Johnson submitted report electronically. The Central RPO started using Mail Chimp to communicate to the Chapters. The first newsletter went out this past weekend. Paul would like to expand that to the coaches and athletes. To accomplish that he will need first and last names and email from the membership



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database. In the newsletter Paul communicated how to find officials in Track and Field for USATF as well as suggested outreach by providing training at their annual training at the association level. Paul has done this in Texas and Missouri. The RPO is offering a \$500 Coaches Education grant and the Central council will decide on the call who will receive it. Paul is scheduling a conference call for Feb 26th depending on availability.

- c. **Eastern RPO:** Melinda Chappell submitted report electronically. The following organizations have renewed their WASUSA Chapter membership: Southeastern Wheelchair Sports Association and 2L Racing Services. Melinda is speaking at the SC State Parks and Recreation Programming Summit February 27 on Wheelchair Sports. She is planning a conference call for February 18 for the Eastern RPO Chapter leaders.

11. New Business

- a. **National Office discussion:** Gregg began a discussion with the Board about the functions of the National Office.
- b. **WASUSA Announcements:** Darlene requested that all WASUSA announcements go out through MailChimp. She noted that this program is great for tracking notices that are sent out. Gregg said that he is not in favor of that because he could not duplicate The Compensator format in MailChimp. He said he is open to looking at another program that has the ability to import a PDF.

12. Motion to Adjourn: Paul D. motioned to adjourn the meeting. Phil 2nd. Motion carried.

13. Next Meeting: April 8, 2014 at 7pm EST

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Balance Sheet

As of January 31, 2014
Jan 31, 14

ASSETS

Current Assets

Checking/Savings

Bank of America- Wire Account	100.00
Bank Of America Checking	64,274.73
Bank of America Savings	177,910.64
Paypal Bank	8,965.76
Total Checking/Savings	251,251.13

Other Current Assets

USOC Foundation	222,121.00
Total Other Current Assets	222,121.00

Total Current Assets 473,372.13

Fixed Assets

Equipment

Accumulated depreciation	-59,638.97
Equipment Cost	59,638.97
Total Equipment	0.00

Total Fixed Assets 0.00

TOTAL ASSETS 473,372.13

LIABILITIES & EQUITY

Liabilities

Current Liabilities

Other Current Liabilities

Accrued Expenses	
Payroll Liabilities	547.15
Total Accrued Expenses	547.15

Fiduciary Accounts

ADF	78,623.71
Athletics	25,523.50
Loucks Games	676.85
PSC- NJ	21,168.46
Total Fiduciary Accounts	125,992.52

Reserved Accounts

HOF	7,877.80
Junior Program	16,711.83
RSO Funds	
Appalachia	72.00

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Balance Sheet

As of January 31, 2014

Jan 31, 14

Dixie	96.00
Far West	362.00
Gateway	205.35
Michigan	1,014.00
Mid-Atlantic	554.00
Ohio	261.20
Southwest	604.00
Total RSO Funds	3,168.55
RSO Meet Development	10,068.41
STC Funds	
Archery STC	1,077.97
Swimming STC	12,139.72
Table Tennis	3,595.19
Weightlifting STC	4,375.53
Total STC Funds	21,188.41
Total Reserved Accounts	59,015.00
Restricted Accounts	
2013 IWAS	9,632.44
Classification fund	3,348.56
International Competitions	5,000.00
Total Restricted Accounts	17,981.00
Total Other Current Liabilities	203,535.67
Total Current Liabilities	203,535.67
Total Liabilities	203,535.67
Equity	
Fund Balance	275,424.94
Net Income	-5,588.48
Total Equity	269,836.46
TOTAL LIABILITIES & EQUITY	473,372.13

Wheelchair & Ambulatory Sports, USA

Profit & Loss

January 2014
TOTAL

Ordinary Income/Expense

Income

Contributions Income

CFC Campaign	334.72
Total Contributions Income	334.72

Membership Dues

Chapters	1,350.00
Individual	375.37
Total Membership Dues	1,725.37

Program Fees

Insurance	5,764.00
Total Program Fees	5,764.00

Total Income 7,824.09

Expense

Dues and Subscriptions 2,590.70

Employee

Payroll	3,100.00
Total Employee	3,100.00

Office Expenses

Fax Service	16.95
Office Supplies	29.95
Postage and Delivery	139.00
Telephone	
Conference Calls	154.98
Office Telephone	92.68
Total Telephone	247.66

Total Office Expenses 433.56

Program Expense

Insurance	
General Liability Insurance	7,268.36
Total Insurance	7,268.36

Junior

Online registration	19.95
Total Junior	19.95

Total Program Expense 7,288.31

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Profit & Loss

January 2014
TOTAL

Total Expense	<u>13,412.57</u>
Net Ordinary Income	<u>-5,588.48</u>
Net Income	<u><u>-5,588.48</u></u>